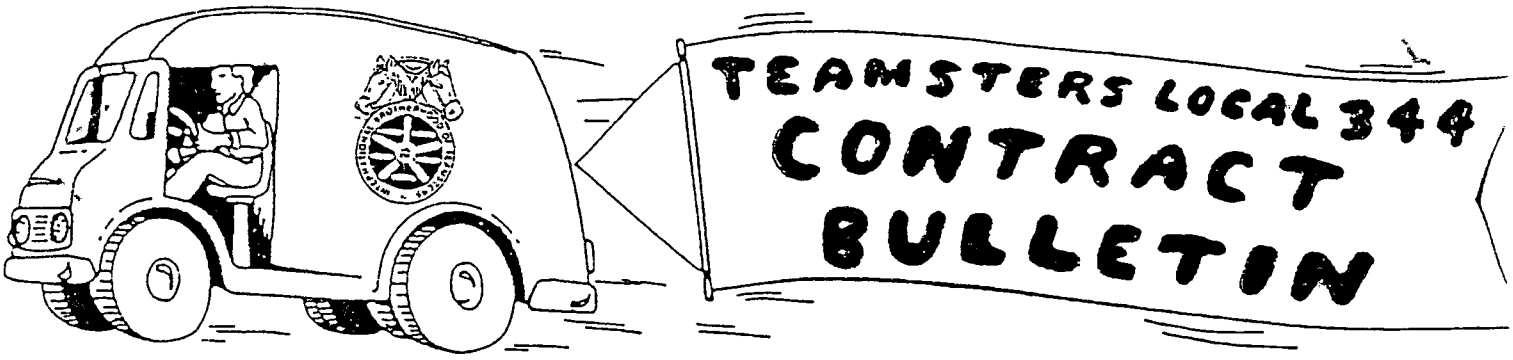


SPECIAL PART-TIME ISSUE

SINS OF THE PAST - WHAT WENT WRONG IN PAST CONTRACTS

Way back in the 70's, part-timers earned comparable wages to full-timers. In 1982, current part-timers' wages were "red-circled" and a two-tier wage scale was implemented. In 1982, new hires' wages were set at $8.00 or $9.00 an hour, same as today, eleven years later! Consequently, we have people working the same job earning two very different pay rates. The very next year in 1983, after this change, net profits soared to $490 million, up 47.6%! Clearly, this is an area of major concern for all of us as we look forward to the coming contract.

HOW MANAGEMENT "SOLD" THE 1990 CONTRACT

UPS knows that a sizable percentage of current part-timers were not here for the last contract. We need to warn all part-timers, especially new hires, how UPS managers "sold" the 1990 contract over the Union's objection.

MANAGER "SALES" TRAINING

Just as in 1990, all managers have received training and information on how to gain influence with you and your co-workers. They have also received "Issue and Answer" sheets and "Do's and Don'ts Overview" papers for use in their "Sales" campaign. In 1990, supervisors used this training to make four "Positive Contacts" with each identified employee under their command. The goal was simple, **sell the positive points** of the Company's contract positions.

"Positive Contact #1" was to be made early on, prior to the vote, following **Union explanation meetings** of the proposed 1990 contract. This contact was designed to be made one-on-one to answer any questions employees may have concerning the offer. "Positive Contact #2" was to be made one-on-one the day after management meetings were held to explain the contract from a management viewpoint and to **encourage positive reaction and the need to vote.** "Positive Contact #3" was made **when you received the ballot.** This one-on-one contact was designed to find out if you had returned your contract ballot, with encouragement to do so. This "Positive Contact" instructed supervisors as follows: "Positive informal leaders should be encouraged to talk to their friends and group members and urge them to also vote." "Positive Contact #4" was just for the "Yes Votes" encouraging them to vote. This entire program was designed to sell an inferior contract, and it worked because in 1990, most members were in the dark. There was little or no communication from the Union in many key areas around the country to counter Management activity. This, of course, will not happen again this time. The Local Union and the International Union will continue to keep you informed.

DON'T GET FOOLED AGAIN!!!!!!!!!

DON'T FORGET ABOUT LOCAL 344'S PICNIC/POOL PARTY ON SATURDAY, JULY 17. CALL THE OFFICE FOR MORE INFORMATION

TEAMSTERS LOCAL 344

Affiliated with the International Brotherhood of Teamsters

Sales and Service Industry

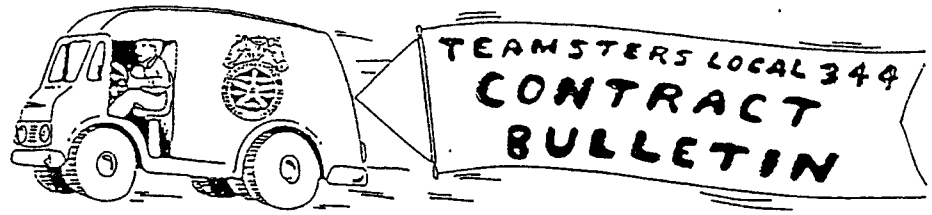
T - SHIRTS $5.00 each

SEND THE COMPANY A MESSAGE - GET SERIOUS

GET THEM WHILE THEY'RE HOT!!

SIZES - M, L AND XL

SEE YOUR STEWARD
OR
STOP BY THE UNION HALL



CONTRACT BULLETIN #4 July 12, 1993

YES FOOD ALERT

While you are munching on the company's "Yes Food", here are some deep thoughts to think about.

Did the company set up tents and serve you brats and soda last year or the year before? Did your supervisor bring in donuts as often last year as this year? Did the company feed you and pay for you to see their "Delivering our Future" programs other than during this contract season?

Enjoy the food, but, remember, UPS wants your yes vote. They want to buy it cheap with some food and some propaganda. Don't let their slick "yes food" campaign get to you. No amount of pizza, donuts, or brats can substitute for a good contract.

COMPANY CAMPAIGN EXPOSED

In a series of memos to UPS managers, the company corporate strategy has been revealed. What are they telling their supervisors to tell you? Try this:

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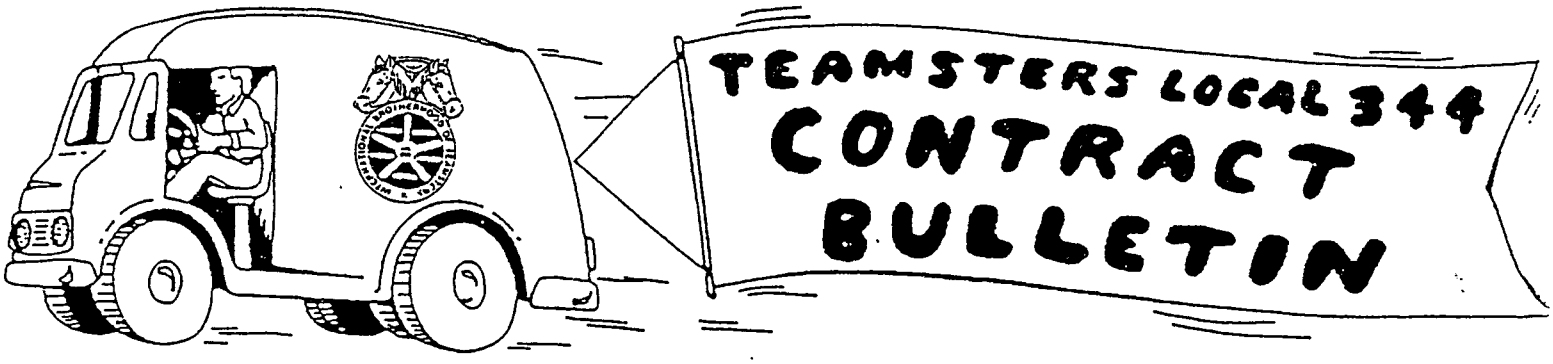


CONTRACT BULLETIN NUMBER 1 MARCH 26, 1993

CONTRACT TIME IS HERE

Negotiations have begun at the National level, and will begin shortly at the Conference and Local levels. Rather than go through all of the proposals submitted, let us simply say that the proposals are EXCELLENT!! But proposals are just that - proposals. It will be up to you and I to stand behind our negotiators in order to get a fair contract.

KEEP INFORMED

The Local Union as well as the International will be sending out periodic flyers to update you on the contract. But don't let that stop you from calling in for updates and passing the information along to your coworkers.

COMPANY PLAN EXPOSED

Over the next several months the Company will be working very hard to "Deliver Management's Future" by soliciting your support for whatever their position will be on contract issues. Some of the tactics the Company will use need to be exposed.

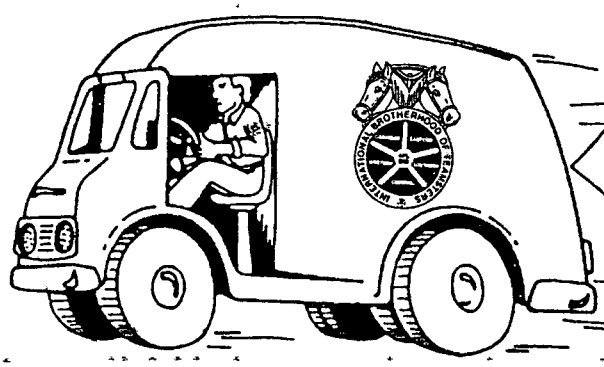
The most popular tactic used to encourage you to accept the Company's point of view is "YES FOOD". During the 1990 contract negotiations, the Company held countless "on the clock" meetings with the employees, that usually included what became known as "YES FOOD". At these meetings the Company representatives will try to discourage you with talk of strike and loss of jobs. They did this last time forgetting to say how terrified they were at the possibility of no money coming in. Company representatives will whine about the competition using half truths about the magnitude of the threat they pose. Frankly, it is the competition that should be fearing UPS not the other way around.

YES FOOD

No matter what is said by the Company at these meetings, the key to the success of these meetings seems to be the food they give you. Normally you were given "YES PIZZA", "YES DONUTS" and the ever popular "YES BEVERAGES". For people the Company thinks may have some influence over their coworkers, a special "YES BREAKFAST" or "YES DINNER" may be offered . The Union anticipates that in the next few months you will see a marked increase in the number of Company meetings that will include "YES FOOD" as an incentive to participate. Do yourself and your coworkers a favor, enjoy the food, but don't let you guard down, you may end up paying a very dear price for the pizza over the life of the next contract.

TEAMSTERS LOCAL 344

Affiliated with the International Brotherhood of Teamsters



TEAMSTERS LOCAL 344 CONTRACT BULLETIN

CONTRACT BULLETIN NUMBER 2 MARCH 31, 1993

STATEMENT BY TEAMSTERS PRESIDENT RON CAREY AT THE START OF CONTRACT NEGOTIATIONS WITH UNITED PARCEL SERVICE

Teamsters President Ron Carey issued the following statement to mark the beginning of contract negotiations covering 165,000 workers at United Parcel Service:

These negotiations provide an opportunity to correct some very serious problems at UPS.

The good news is that the hard work of our members has made UPS financially strong.

UPS has had huge profits for each of the past five years, allowing it to finance a major expansion in Europe and around the world.

Major indicators are way up at UPS over the past five years -- sales generated per employee, total annual revenue, revenue per package, total assets, and common stock value.

UPS revenues and profits are greater than those of its three major competitors -- Federal Express, Roadway Package Service, and Airborne Freight -- combined. UPS makes profits at twice the rate on each dollar of revenue as its three major competitors.

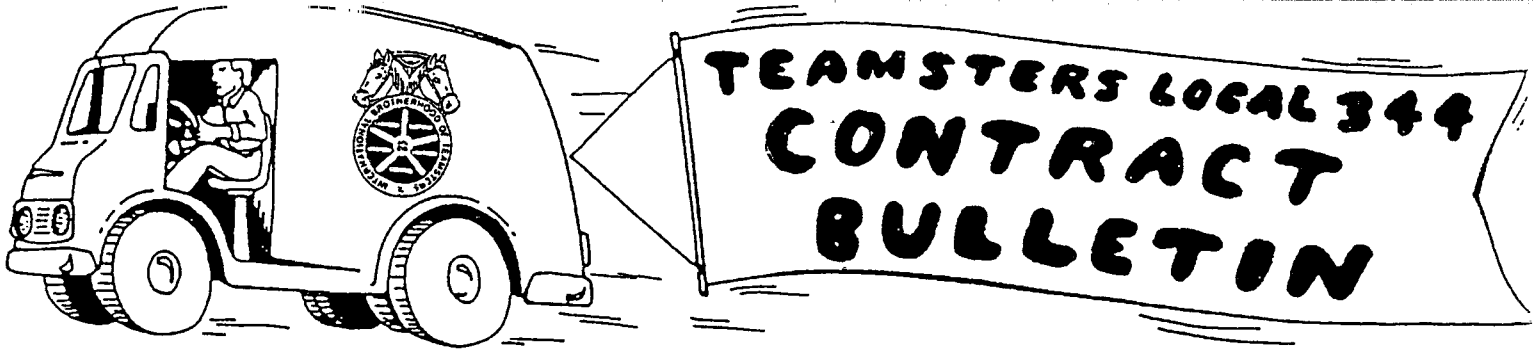
The bad news is that there are major problems in the way our members are treated by the company.

Real UPS wages are down 7.8 percent from 1982.

UPS has followed a strategy of creating part-time jobs with little job opportunity and poor compensation, instead of full-time jobs with good pay and full benefits. There are now more part-time than full-time jobs at UPS. Compensation for the part-time jobs averages only about $8,000 per year.

Previous contracts established a multi-tier wage system, so that employees sometimes make as little as half of other employees' wages for doing the same work.

Surveys returned by more than 54,000 Teamsters at UPS showed



CONTRACT BULLETIN NUMBER 3 APRIL 21, 1993

TEAMSTERS/UNITED PARCEL SERVICE 1993 CONTRACT NEGOTIATIONS

Contract negotiations are underway for a new Teamsters contract with UPS. The current three-year agreement expires July 31, 1993.

The Teamsters At UPS

* More than 165,000 members in 220 local unions work for UPS.

* 53 percent are part-time employees, 47 percent full-time.

* Teamsters perform a variety of jobs, including package car drivers (who deliver to customers); feeder (truck) drivers who move packages to and from distribution centers; loaders, unloaders, and sorters inside distribution centers; and clerks and mechanics.

UPS is a Highly Profitable Corporation

The following figures come from UPS annual reports and filings with the Interstate Commerce Commission.

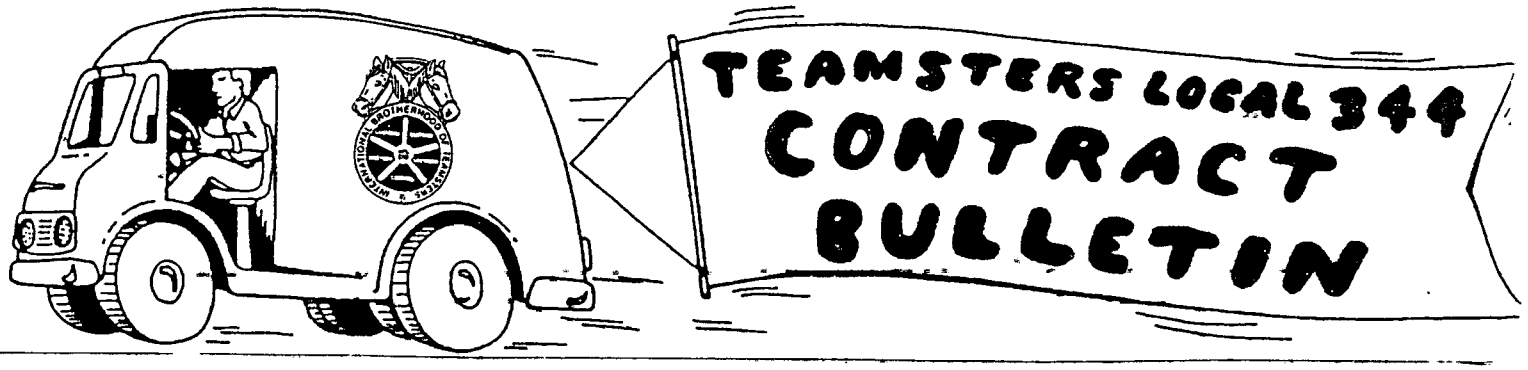
* In the five years 1987-1991, UPS earned revenues of $61 billion and profits of over $3.5 billion. UPS is currently pushing for revenues up to $40 billion per year by the year 2000.

* Massive profits have allowed UPS to finance a major expansion in Europe and elsewhere around the world.

* UPS revenues are greater than those of its three major competitors -- Federal Express, Roadway Package Service, and Airborne Freight -- combined.

* UPS makes profits at twice the rate of its three major competitors. In 1991, UPS made 4.7 percent profits on revenues, while its three competitors generated profits of only 2 percent of revenues.

* The average annual revenue growth rate between 1987 and 1991 was 11 percent per year.



CONTRACT BULLETIN #4 JUNE 23, 1993

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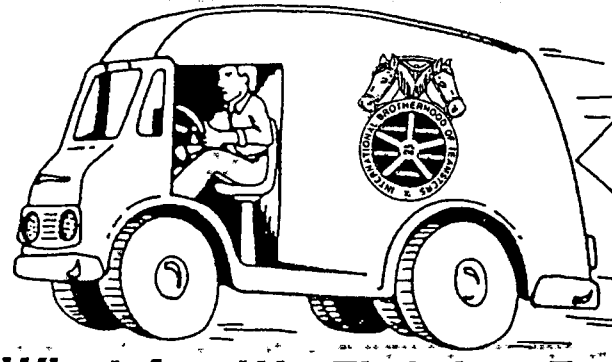


TEAMSTERS LOCAL 344 CONTRACT BULLETIN

July 6,1993

What Are We Fighting For?

The National Negotiating Committee submitted the union's initial master contract proposals to UPS on March 25. Following are some highlights. No union negotiator ever expects to win all his/her demands. Much will depend on our strength and unity at the local union and shop-floor.

Article 4—Stewards

- Steward shall have right to leave work area to represent employee upon notifying supervisor.

Article 7—Local, Area Grievance Procedure

- Except in "cardinal sin" cases, an employee suspended or discharged shall remain on job with pay until the discipline is sustained under grievance procedure (innocent-till-proven-guilty).

Article 8—National Grievance Procedure

- Right to strike instead of arbitration (if union chooses) after deadlock at National Committee.

Article 14—Temporary Alternate Work

- Section 2 on "Disabled Employees" to require UPS to reserve specified percentage of jobs in certain classifications (e.g., air express/shuttle, porter, car washer) for disabled employees.

Article 16—Leave of Absence

- Gives member elected or appointed as a union official a leave of absence without pay during period of union service.
- Adds a "family leave" clause.

Article 18—Equipment, Accident Reports

- Adds right to refuse unsafe work.
- Numerous proposals on safety and health include: fans/vents in package cars; all feeder/yard switching equipment with vertical exhaust; all vehicle repair shops properly ventilated.

Article 20—Exam and ID Fees

- Employees to be reimbursed for CDLs.
- Full-time inside jobs for drivers medically unfit to drive.

Article 22—Part-Time Employees

- UPS shall reschedule employees in all classifications to make more full-time jobs or combo full-time jobs.
- Except where part-timer would be laid off or suffer job loss, UPS shall reduce number of part-time employees by 10% in each building per year by creating full-time jobs.
- Part-timers to fill full-time jobs before any outside hire.

Article 26—Competition

- Delete article because UPS "has much abused and violated" it.

Article 32—Subcontracting

- No bargaining unit work shall be subcontracted.

Article 34—H&W and Pension

- UPS shall make pension contributions for all part-timers to Teamster pension funds at same hourly rate as for full-timers.
- Significantly increase pension/H&W contributions.

Article 35—Substance Testing

- No specimen collection on-site or at UPS's facilities.
- Provide two chances for rehab instead of one.

Article 36—Nondiscrimination

- Add to include employees with qualified disability under ADA.

Article 37—Management-Employee Relations

- UPS shall not intimidate/harass/coerce (penalties for violations).
- UPS shall not discipline over "productivity/methods standards."
- UPS may ride with driver only one (1) day per year.

Article 40—Air Operation

- More full-time Special Air Drivers, with improved bidding rights, eight-hour guarantees, time and one-half after eight-hour days, 40-hour weeks.
- Part-time Special Air Drivers get three-hour guarantee (and their regular guarantee), time and one-half after five hours.
- Employees with a combination of eight hours in Special Air and inside package handling shall receive full-time benefits.
- Three-hour guarantees for Air Hub/Gateway jobs, with 10-minute break, time and one-half after fifth hour; jobs assigned by seniority, with time and one-half on sixth consecutive workday, double time on seventh.
- "Air Express work will consist of Same Day Air pickup, pickups at air express counters and drop boxes and additional late air pickups"; other work performed by regular full-time driver.
- Saturday Special Air work offered to qualified list by seniority; prior to use of part-time Saturday drivers, work shall be offered to laid-off regular full-time drivers at regular pay rate.
- Holiday work offered by seniority in package driver classification before part-time air drivers; full-timers not forced to work.

Wages, Miscellaneous

(Economic proposals will be made in detail later.)

- Fair wage increases in wage scale; no signing bonus.
- Uncapped COLA.
- Full-time progressions shall be collapsed.
- Multi-tier pay scales eliminated to "maximum extent possible."
- No new incentive plans.
- Three weeks vacation after five years service (where local conditions are not superior).

CONTRACT ACTIVITY AROUND THE STATE

GREEN BAY: ADOPT-A-PART-TIMER

As a show of strength and unity, the GREEN BAY UPS'ers have started a program to get everybody active in the campaign for a better contract. It works like this. Drivers purchase two or more **"I DON'T WANT TO STRIKE BUT I WILL"** T-shirts. They then "Adopt-A-Part-Timer" by giving away a T-shirt. But that's not where it ends. A commitment is made to talk regularly about the contract and why sticking together on the issues is so important. Management hates this because they know their divide and concur games aren't working. Management wants to be your news source on this contract so they can give everything their spin. Don't listen to Management rumors. If you have a question, please ask your steward or call the Local Union.

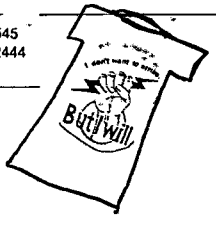
RUMOR CONTROL

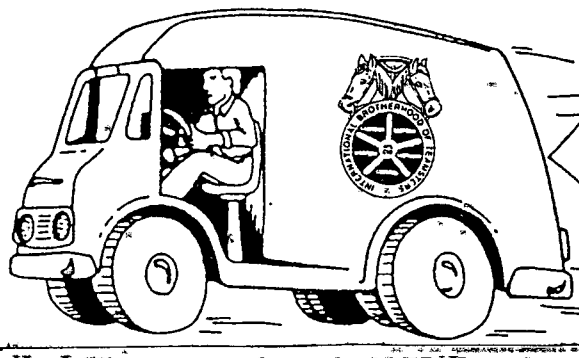
Contrary to reports by UPS and some newspapers, the Union has <u>not</u> agreed to an extension of the contract as of this date.

T-SHIRTS FOR SALE

$5.00 EACH - CONTACT THE UNION HALL

Business (414) 258-4545
Toll Free 1-800-542-2444
FAX (414) 258-9465





TEAMSTERS LOCAL 344 CONTRACT BULLETIN

July 14 1993

Key Demands Are on the Table!

Three years ago the new democracy sweeping the Teamsters and the upcoming IBT election enabled Billy McCarthy and the old guard to deliver a better economic package than in 1987. But the union's efforts fell short on improvements in contract language. This year is our chance to begin to make some real structural improvements, if UPS Teamsters hold out for more than just money.

✔**Grievance Reform and Stop Harassment**

We need Innocent Till Proven Guilty in our grievance procedure, as Northern California UPS Teamsters have now, so we stay on the job pending the outcome of suspension and discharge grievances. Right now, we're considered guilty until we prove our innocence. And even then it's rare to get our back pay. Taking away UPS's incentive to fire us and chill us out would be a step toward building union strength on the shop floor. Shop-floor unity is our best tool for fighting harassment. Proposals for stewards' rights and our union's right to strike after national deadlocks are also key. We need new contract language against production harassment, but it's meaningless unless we can enforce it.

✔**Pension Improvements**

We need funds bargained into our pension plans and a commitment from the pension fund trustees to use it.

✔**Fair Wages, COLA**

We need a real cost-of-living clause, realistic wage improvements (not a one-time bonus!), and we need to begin to phase out the unfair multi-tier wage system for part-timers. In beginning the phaseout of the multiple wage tiers, they must be simplified and fully published in our contract book so part-timers can easily see their pay rates. ... And the starting rate has not increased in over a decade!

✔**More Full-Time Jobs**

More full-time job opportunities must be made for part-timers, and major improvements made to the Air Operation (Article 40), which was written by management in the 1987 contract. Full-time Air jobs (with full-time benefits and seniority rights) must be won, and bid by seniority.

✔**No More Concessions**

We've given our share for more than a decade, making UPS a superprofitable, worldwide parcel delivery giant. Yet management still has concessionary demands on the table, such as using non-union independents to take feeder work in 3-Day Select. We need to stop the subcontracting of bargaining unit jobs of all kinds. No concessions!

Keep Pressure On

There are signs that our pressure is working:

- At negotiations the week of June 21 (with the calendar nearing July), UPS tried to cultivate a hurry-up atmosphere to the negotiations. After nearly three months of stonewalling, suddenly management wanted our union to sympathize with UPS's growing sense of urgency. Brother Perrucci told them (for the umpteenth time!) that our union is prepared to get down to good-faith bargaining whenever UPS is ready. But we won't be rushed into patching a contract together at the last minute.
- Also during the week of June 21, UPS asked our union to agree to extend the contract beyond the August 1 deadline. However, to do so, UPS demanded that our union agree to give UPS a 10-day notice before any strike action. The union refused to give up our bargaining power, but indicated it would bargain past July 31.
- UPS is doing all it can to keep a happy face in public. It used its contacts at the employer newspaper, *The Journal of Commerce,* to publish on June 30 a totally misleading article titled "Threat of Strike Against UPS Averted as Union Agrees to Extend Deadline."

That same day, an angry Perrucci issued a TITAN message to all local unions regarding *The Journal's* article, stating, "This is to clarify that the union has not agreed to such an extension. UPS wishes to impose a July 31st deadline on the negotiations, however, no deadline has been established by the union. We will continue to negotiate in good faith and if necessary, continue talks past July 31, 1993."

We're doing well. Our grass-roots organizing and unity are starting to work. Our bargaining power is rising. But we need to step up the pressure on UPS. It's the surest way of keeping the negotiations going forward.

Beginning at 2:00 p.m. on July 17

Local 344 Picnic and Pool Party

To insure that we have enough Corn-on-the-Cob and Soda, please call the Union Office and let us know how many children and adults will be attending.

STEWARDS AND ACTIVIST NEWS - (DATE HERE)

NATIONAL NEGOTIATIONS UPDATE

SLOW PACE AT NATIONAL NEGOTIATIONS

Following is a summary of issues that remain open and subject to further negotiations. Please excuse the lack of specifics, the reason we cannot be more detailed is that all agreements are tentative, and therefore subject to further negotiations. Put simply, things change as negotiations proceed. What is agreed to one day may be changed by a subsequent proposal. Please keep in mind that your negotiators are holding fast on your top demands. UPS continues to stonewall, and even ask for give backs in some areas. Thus, these negotiations continue to go very slow, with progress coming even slower. But, the clock is ticking and as we all know, the peak fall season is getting closer every day.

SUMMARY OR KEY OPEN ISSUES

* Innocent until proven guilty.
* Right to strike to enforce grievance decisions.
* Right to appeal adverse grievance decisions on National language.
* Improved hearing procedures for some issues.
* Strengthened rights in loss or damage cases.
* Prohibitions on electronic surveillance.
* Improve Union leave of absence clause.
* Improve paid breaks provision.
* Improve safety and health procedures and equipment.
* Fans/vents in package cars.
* Stack exhaust on feeders.
* Mechanism for improvements on climatic issues.
* More full-time jobs.
* Part-timers to fill all full-time openings.
* Eliminate Competition Article abuses.
* No subcontracting
* Improve substance abuse testing procedures.
* More full-time air jobs.
* Improve air delivery pay.

WAGES - HEALTH & WELFARE - PENSION - VACATIONS
ISSUES STILL OPEN

UPS has yet to offer their economic package so everything remains open and on the table. The key issues are:

* A fair wage increase with improvements in the scale not in tricks like signing bonuses.
* Improved COLA.
* Reduce new hire progression period.
* Improve air pay.
* Reduce or eliminate multi-tier pay scales.
* Bring part timers into Union pension plan with upgraded status.
* Pension increases with the goal of 25 and out at any age.
* Health and Welfare increases that will maintain benefits.
* Bring all vacation provisions up to the highest standards.

SUMMARY OF TENTATIVE AGREED TO ITEMS

The following list gives general areas where there has been some agreement. As you can see from the list, most of our major demands have not been agreed to yet. However, there have been negotiations on all items, with numerous proposals and counter proposals offered. Reaching agreement has been slow due to UPS' reluctance to take our legitimate demands seriously. Frankly, the company acts as if the members will settle for less than a fair contract. Some of the tentative agreed to items are:

* Language strengthened on supervisors working.
* Strengthened stewards rights.
* Improvements in cash verification procedure.
* No deductions for proven loss without Union notification.
* "Bad check" language strengthened.
* Americans With Disabilities (ADA) language included.
* Improved TAW language.
* Improved language on unsafe equipment.
* Hazardous Materials Program language.
* Stronger Union posting rights.
* Improved language on return to work procedure.
* Funeral Leave improvements.
* Jury duty improvements.
* Drug testing procedures improvements.
* Improved language to protect against harassment.
* Air Article has been redone and simplified.

COMPANY TAKE AWAY PROPOSALS

UPS has made it very clear that they would prefer "NO Change" to most of the present contract language. However, even though they are swimming in profits from the last few years, they still want give backs from you in order to make even more profits. Below are some of the take away proposals UPS has put on the negotiation table. Of course UPS would like to win some of these. But, another reason for proposing such things is to try to get the Union to trade off some of your top demands in exchange for removal of these outragous company demands. Our Union negotiators have not compromised on your top demands. Here are the top take away UPS demands:

REMOVE THE RIGHT TO STRIKE - In various places, and for various reasons, the Union has the power to strike over certain issues. UPS is deathly afraid of any service interruption that might harm their profits, so they want to eliminate all references to strike in the contract.

SUBCONTRACTING - UPS wants the right to use non-Union drivers to expand it's 3 Day Select and Custom Contract business. In short, UPS wants to open the flood gates to the use of non-Union subcontracting.

DRIVER HELPERS - The company wants unlimited use of driver helpers. Not just at Christmas time, but all year. They want these helpers to work for part time wages with no daily guarantee.

LOWER PART-TIME WAGES - That's right. The company is proposing a $7. and $8. rate with no pay increases for these new hires! The proposal instead calls for a tuition reimbursement scheme over four (4) years.

LOWER PAY FOR NEW HIRES - UPS has proposed extending the progression period for newly hired full-timers to three (3) years. Their plan calls for a new hire to start at 60% of the 1990 rate.

HEALTH AND WELFARE ATTACK - UPS wants control over your health and welfare and pension. Their idea is to take all control away from you and your Union. UPS would decide benefit levels and pension amounts for all future retirees. They want you to trust them to act in your best interest in this reguard.

EXTENSION AGREEMENT

The extension agreement agreed to by both the company and the Union means we will continue to work beyond the expiration date of the contract with retroactivity. With this extension UPS cannot legitimately complain about "volume loss" due to uncertainty about a work stoppage. The extension agreement calls for a five (5) day notice of cancellation of the extension. This means just what it says. Either the Union or the company can give five (5) days notice after which the extension can be terminated. If the Union does this at some time in the near future, it will not necessarily mean a strike. What it will mean is that UPS will no longer have the current five (5) days notice before a job action of some kind could take place.

Cancellation of the current extension can be used by the Union to pressure UPS into agreement on some of our top demands. The reason this would work is that UPS would have to notify its customers that it could no longer guarantee uninterrupted service. There would be a resulting reduction in business causing pressure on UPS to settle. Of course, the down side is that our low seniority members would possibly suffer some lay off. This tactic is one of the wepons we have to force UPS to maintain continued progress at the bargaining table. So far this has helped to move UPS along ever so slowly. But at some point we may have to get tougher. This could mean cancellation of the extension and possibly the taking of strike authorization votes to give the Union added clout at the bargaining table.

Your continued visible support for your Union negotiators is having a positive effect on negotiations. Obviously the company did not expect the members to be so active around the contract. You and your members are making a difference. Keep up the visible pressure.

STRIKE FUND SUPPORT

The Union has secured agreements from the AFL-CIO and the Union Labor Life Insurance Company that would provide loans of up to $80 million in the event of strike action at UPS. This would provide coverage for all UPS members for over four (4) weeks in the unlikely event of a nationwide work stoppage. (See the attached NEWS FROM THE NEW TEAMSTERS)

COMPANY CAMPAIGN - BEWARE

The company is stepping up its dis-information campaign to confuse and divide the members. They have distributed newspaper articles and internal memos all designed to "spin" their point of view on the contract and why you should settle for less. Here are some of the ways they will be coming after you and your members in the next few days.

A. LETTERS FORM THE DISTRICT MANAGER

You and your co-workers have received what is likely to be only the first of UPS' "love letters" sent to your home designed to confuse you and lower your expectations. This same letter, word for word, went out to all UPS employees nation wide at a cost of $50,000 in postage alone! The message in the letter is simple. UPS wants you to buy their same old song about competition and flexibility that they have used so successfully in past contracts. The letter says management has three "yardsticks" to measure all Union contract proposals. Let's take a hard look at this propaganda and analyze what is really being said. The following three items are UPS' self proclaimed " yardsticks."

1. **Is it good for UPS people?**
2. **What does it cost?**
3. **Does it give operating flexibility?**

Let's look at these three in what we all know to be UPS' real priority order.

1. What does it cost? Contract after contract UPS has raised exaggerated concerns about how much they can pay. It should be obviously to anyone but the newest new hire that UPS can afford to pay. After all, over the five years 1987 to 1991 UPS earned revenues of $61 Billion and made profits of over $3.5 Billion! 1992 was also a very good year despite the resession and heavy expenses in Europe. They can well afford a fair contract settlement. Aftere all we aren't asking for the title to the company. But, given what UPS has been paying their managers in stock, wages and bonuses, don't you think we deseve our fair slice of the pie?

2. Does it give operating flexibility? It's the old competition "boogie man" again. Every three years, at contract time, we here this same old broken record. For sure, the Union understands the legitimate company concerns regarding competition. However, the company always overstates it's case to the point of ridiculousness. Managers and supervisors whine on and on about RPS, Fed-X and The Post Office. The facts are that UPS dominates the package shipping business and is coming up with new services all the time designed to use it's size advantage to scoop up more and more

of the high profit small package freight. Of course we all want to see UPS grow. But, not at the expense of our jobs, wages and working conditions.

3. **Is it good for UPS people?** Does anyone think, for even one moment, that if there were no Union contract, UPS wouldn't imediately make everyone of us part time, cut our benefits, and pay us as little as possible? The only "people" the company could possibly be talking about here are their already well compensated owner/stockholder/managers.

B. MANAGEMENT ONE ON ONE MEETINGS

UPS knows the most effective way to sell their viewpoint to everyone is to meet with you and your co-workers on a one to one basis. All managers have been provided with a "script" and a plan to carry out this management plot to undermine the members. During these little one on one meetings they will be looking for an opening so they can give you some of their canned and well practiced propaganda. The Union's advice is that you and your members avoid being lured into these meetings. Further, you and your members should avoid talking to management about the contract. They will try to trick you into such discussions in order to get their opening to spill out their canned speeches. If, however, you do get into a situation where management brings up the contract, here are some topics you will need information on in order to combat their propaganda.

1. **SLOW PACE OF NEGOTIATIONS** - UPS will say that it is the Union's fault that negotiations are proceeding slowly. This is false. The Union has bent over backwards to accommodate the company and work toward a swift completion of these talks. Here are some facts to back this up:

a) UPS requested that negotiations begin early. The Union obliged, scheduling full committee bargaining sessions as early as the first week in April.

b) The Union placed detailed bargaining proposals on the table very early on (March 25th). Our monetary proposal has been on the table for over two months. UPS, on the other hand, did not present a detailed or complete set of proposals at the beginning of bargaining. Rather, they have chosen to dole out an endless stream of inadequate or concessionaire proposals and counter proposals.
Additionally, the company has yet to present its's monetary proposals.

c) The Union granted the company a good faith extension agreement in response to concerns of "volume loss" with the promise by UPS that they would continue to work toward a settlement. Even so, progress has been painfully slow with the company continuing to resist our well researched arguments for contract improvements.

2. **STRIKE TALK** - Management will continue to try to intimidate you and your co-workers with horror stories of volume loss and harm to the business in the event of a work stoppage. Naturally, the

Union's position calls for a fair settlement without any work stoppages. A strike is hard on both sides. However, UPS by it's own talk and actions seems to be much more terrified by this possibility than we might think. If strike talk comes up, here are a few "reality check" thoughts for the members.

In view of the fact that UPS dominates the package market, and considering the capacity of the competition to handle the volume, there are several questions to consider. Can the competition handle all of the added work? Also, given the competitive nature of the urgent air freight market, does UPS want to have any interruptions in this very lucrative market?

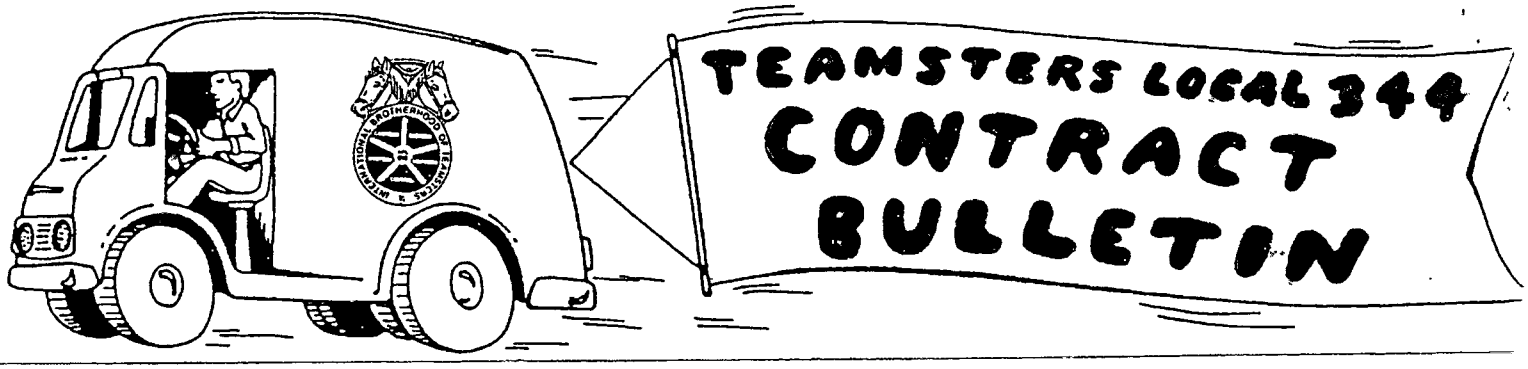
Selective work stoppages, as opposed to a general strike, are definitely a formative threat in our hands. Of course, we don't want to strike, unless absolutely necessary. But, the more convinced the company is that we would do it, the more likely it is that strikes will be avoided.

CONTRACT RUMORS

By now you have probably heard everything from big signing bonuses to a five year agreement, and who knows what else. Any thing you read or hear like this is bunk and bull. Reporters, UPS managers and imaginative rank and file members have been guilty of some vary wild speculation. We all know that there will be rumors at contract time. You must do your part to control these wild speculations. Rumors can be a very dangerous part of the company's dis-information campaign targeted to confuse and distract us all from our top demands and a fair contract settlement. Clearly, there are many, many open issues remaining on the negotiating table including wages, health and welfare and pensions. Until UPS makes all of it's proposals and the Union negotiates with the company over all items, all talk is purely speculation. Please try to control these unfounded rumors. Your leadership can really make the differance here. Stay in contact with the Local Union for the official story, and please report to us any rumors you hear. We will check them out and give you an answer.

DOCUMENT VIOLATIONS

It is against the law for UPS supervisors to negotiate directly with you or your co-workers concerning the contract. Like in contracts past, we expect there will be violations. Please call the Local Union and report any instances of supervisors initiating conversations on the specifics of the contract or any questioning of employees concerning the contract.



CONTRACT BULLETIN **SEPTEMBER 23, 1993**

ENOUGH IS ENOUGH!!

FIVE DAY NOTICE GIVEN

On Wednesday September 22, 1993 UPS pushed our Union negotiators too far. For months UPS has been dragging their feet offering endless unacceptable proposals at the bargaining table. The pace was so slow that negotiations were far from complete by the July 31st deadline. The Union, in a gesture of good faith, extended the contract beyond the expiration date and still UPS would not move. President Ron Carey and VP Mario Perrucci, in yet another effort to convince the company that our demands were serious, suspended negotiations to take a strike authorization vote. You responded with an overwhelming vote of support for the Union and our just demands for a decent contract. UPS was unmoved. They continued to go slow and resist the Union's demands. UPS, even in the face of the 94% strike authorization vote, continued to press for the use of non-Union subcontractors in the operation. Obviously this company needs a wake up call. Our demands are just. Our resolve to support our demands is strong. Now we must be ready for action if that is what it takes to get a fair contract.

WHAT WILL HAPPEN NOW

The Union and the company are still at the negotiating table. With the extension cancelled, the company is now under tremendous pressure to settle. Clearly, the time for foot dragging is over. UPS knows that it has nothing to gain and much to loose if service is interrupted. If you read between the lines of their PCM's and put that together with the not so hidden message in their letters, you will see that they are terrified of the prospect of service interruption. On and on they whine about the competition bogie man, which should also tell you they don't want to loose even one percent of their precious market share. Clearly, President Carey and Mario Perrucci have taken this step to push UPS to a settlement. We predict that UPS negotiators will add new meaning to the term "sense of urgency" over the next few days at the bargaining table.

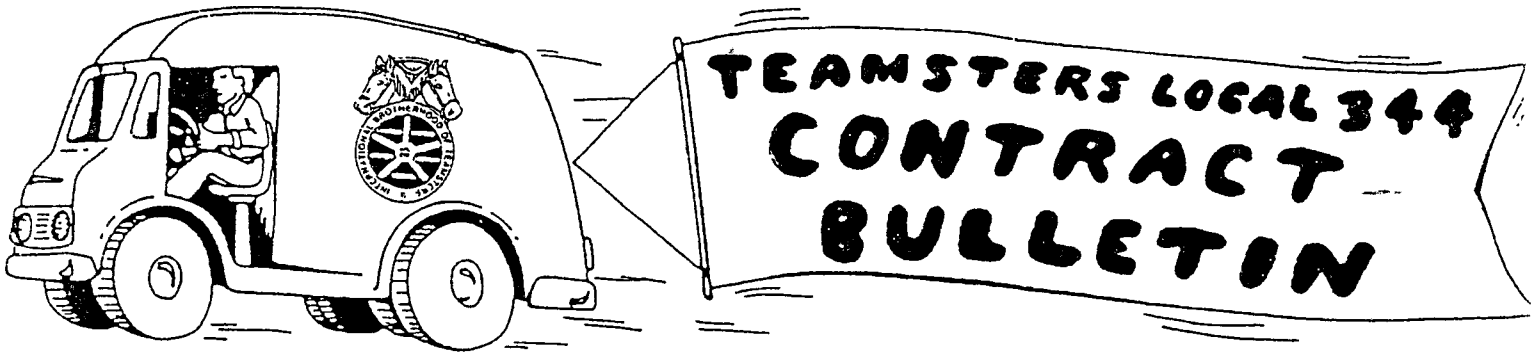
THINGS WILL BE MOVING FAST

Over the next few days it is important that we stay united and strong. UPS will try to divide us with scare tactics. Throw it back in their face. Tell them to settle. Tell them you support your negotiators. Tell them you don't want to strike but you will!!

WINDOW SIGNS AND T-SHIRT

Now is the time to put that contract sign in your windshield, wear your T-Shirt and keep informed.

THE TIME IS NOW - YOU MAKE THE DIFFERENCE
REMEMBER THE 1990 CONTRACT
DON'T GET FOOLED AGAIN



UPS CONTRACT BULLETIN SEPTEMBER 7, 1993

WISCONSIN AND NATION UNITED!!
94% VOTE YES!!

STATE AND NATIONAL VOTE SHOW OVERWHELMING SUPPORT

The votes are in and we have a big victory for UPS Teamsters. In Wisconsin where we had a massive 81% turn out, the vote was 2,643 YES and 163 NO. Our percentage matched the vote nationwide. The National totals were YES 62,782 - 94% and NO 4,027 - 6%. This vote sends a clear message to the Company that UPS'ers are behind Ron Carey and the Union Negotiators. Comments received during the voting reinforced this overwhelming message. Members expressed outrage and insult at the Company's offer. From Sturtevant to Marinette to Rice Lake to Dodgeville members everywhere spoke about their desire for UPS to get the message and get serious at the bargaining table. All members demanded a decent contract with real improvements and no give backs. One driver said it best when he commented, "this is a wake up call to UPS".

COMPANY PCM SCARE TACTICS INEFFECTIVE

UPS's strategy clearly backfired. In a PCM given on Friday, August 27th, UPS urged everyone to vote. Yet, they went on to say something incredible - "In calling for a strike authorization vote, the Teamsters leadership is asking you to give up your rights." The message was that everyone should vote not to authorize the Union to use the power of the rank and file to get a good contract. But, the members were not fooled. Rank and file UPS'ers saw through the Company scare tactics and gave the Union an overwhelming vote of confidence. Now our Union negotiators will return to the bargaining table with the power to back up our demands.

WILL UPS ROLL OVER AND PLAY DEAD?

Don't count on the company giving up. Although this vote is a big set back for them, they still have their propaganda machine running at full speed. So what are we likely to hear in the next few weeks? UPS's campaign remains the same. They know that in order to win, they need to scare us and divide us. They will be hammering away at us trying to pit Feeder drivers against Package drivers and Part-timers against Full-timers. They will spread rumors about Union pension plans and wild stories about the competition "bogie man". But, with this strong strike authorization vote, we have had a taste of the power of solidarity that can win us a good and fair contract. If we stay informed and united, nothing the company says or does will keep us from the improvements we need and deserve. We must keep up visible efforts to support our negotiators. Wear your contract T-shirt or button. Hold parking lot solidarity meetings. Put a sign in your car window. Tell management that you support your Union negotiators and want a decent contract.

TWO SOLIDARITY EVENTS

SEPTEMBER 6th, 1993

Assemble at MacArthur Square – 9:30 A.M.
Wells Street - between 9th & 10th Streets.

MARCH STARTS AT 11:00 A.M.

10th and Wisconsin to the Lakfront

Labor Day at the Lake Front Festivities At the War Memorial Center:

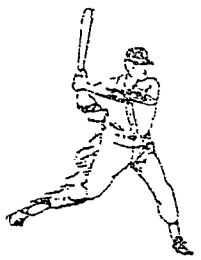
The Fabulous Eddie Butts Band	Free Admission to the Milwaukee Art Museum
Ronald McDonald's Magic Show	Union/Industry Exhibits
Kid's Games – Clowns – Jugglers	Delicious Food and Beverages Available

Sponsored By: Milwaukee, Waukesha, and Washington County Labor Councils, AFL-CIO Labor Day Committee

For Information Call Bob Weber at the Union Office.

LABOR NIGHT AT THE BASEBALL GAME

MILWAUKEE BREWERS
-VS-
BALTIMORE ORIOLES



SATURDAY, SEPTEMBER 18, 1993
** FAN APPRECIATION NIGHT **

TAILGATE PARTY *5:30 P.M. - 7:30 P.M.*
NORTH PARKING LOT
(JUST OFF BLUEMOUND)

COOKOUT

DELICIOUS FOOD AND BEVERAGES WILL BE PROVIDED

BASEBALL GAME-7:00 P.M.- LOWER GRANDSTAND SEATING

ALL THIS IS INCLUDED FOR $15.00

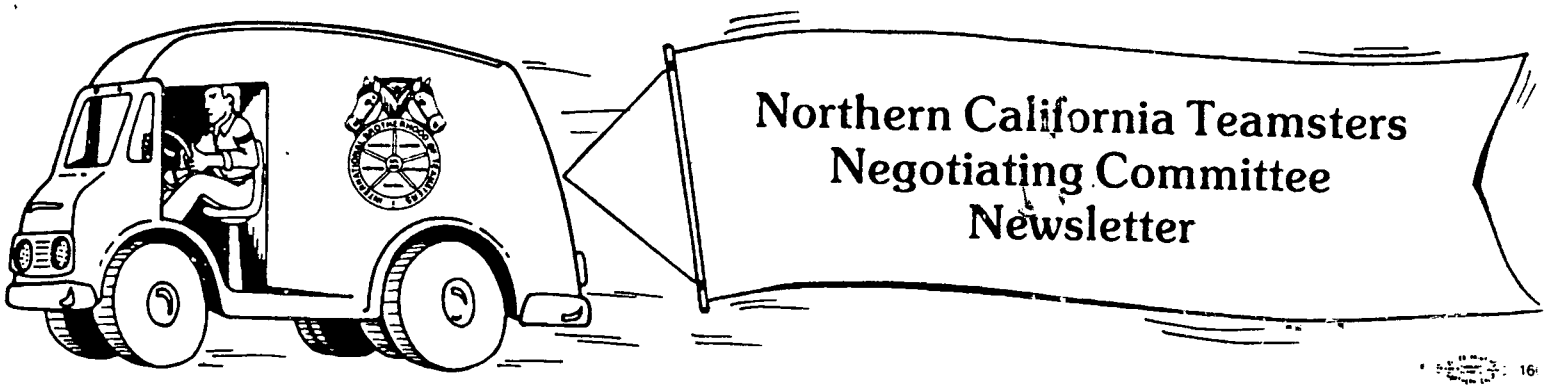
LET'S HAVE A BIG TURNOUT!

FOR MORE INFO CALL THE LOCAL UNION 258-4545

9/1/93

DEADLINE FOR TICKET SALES WILL BE FRIDAY, SEPTEMBER 10, 1993. PLEASE CONTACT YOUR LOCAL UNION OR THE MILWAUKEE COUNTY LABOR COUNCIL AFL-CIO FOR MORE INFORMATION 771-7070.

wlcpsiu 3 afl-cio



Northern California Teamsters Negotiating Committee Newsletter

The purpose of this newsletter is to educate, update and inform Northern California United Parcel Service Teamsters about the issues concerning the 1993 contract negotiations. The Northern California Negotiating Committee is committed to relaying factual information to you via this newsletter and contract update meetings to allow you to make informed decisions on your contract. This newsletter will be distributed on a timely basis as information becomes available. To avoid misleading rumors that always accompany the UPS negotiations, please refer to this newsletter, your shop stewards and your Teamster Representative as the only factual sources for UPS news.

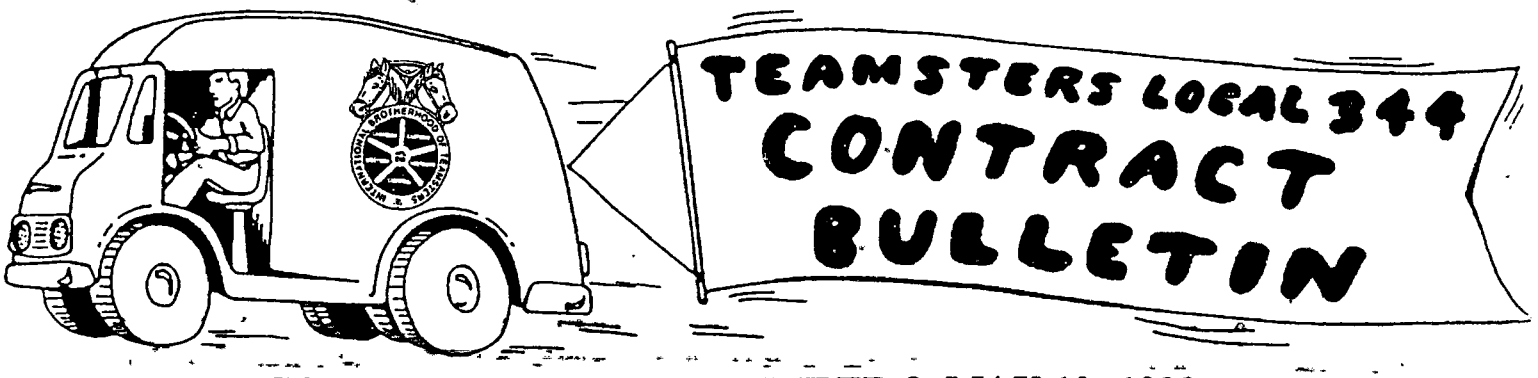
The Northern California negotiations are off to a bumpy start!

The Nor-Cal negotiations began officially on May 20th and 21st with the exchange of proposals. The two days were spent thoroughly explaining each proposal and answering questions that arose from these explanations. An attempt to exchange proposals five weeks earlier failed when the Company and the Union reached a major disagreement in regards to the Northern California contract being separated from the Western Conference Supplement. This separation would allow the Northern California and Northern Nevada UPS Employees the ability to vote directly on the final offer in the Nor-Cal negotiations. With the support of the Teamsters General President, Ron Carey and director of the Teamsters Small Parcel Trade Division, Mario Perrucci, the Company was requested to negotiate with the Northern California Teamsters as a new supplement replacing the Western Conference Supplement or negotiations across the country would cease until the matter was settled. The Company notified the Union that they would agree to meet and begin negotiations.

Actual bargaining started June 1st thru the 4th in Burlingame, California. The Company and the Union spent all four days arguing their respective positions coming to some tentative agreements on minor issues but still remaining miles apart on all issues of any substance.

The next round of Nor-Cal negotiations will begin on June 30th and run thru July 2. It is expected that at these meetings that the more serious issues will be discussed and hopefully some substantial progress can be reported in the next update.

MAKE SURE THE UNION HAS YOUR CORRECT MAILING ADDRESS



CONTRACT BULLETIN NUMBER 3 MAY 10, 1993

TEAMSTERS/UNITED PARCEL SERVICE 1993 CONTRACT NEGOTIATIONS

Contract negotiations are underway for a new Teamsters contract with UPS. The current three-year agreement expires July 31, 1993.

The Teamsters At UPS

* More than 165,000 members in 220 local unions work for UPS.

* 53 percent are part-time employees, 47 percent full-time.

* Teamsters perform a variety of jobs, including package car drivers (who deliver to customers); feeder (truck) drivers who move packages to and from distribution centers; loaders, unloaders, and sorters inside distribution centers; and clerks and mechanics.

UPS is a Highly Profitable Corporation

The following figures come from UPS annual reports and filings with the Interstate Commerce Commission.

* In the five years 1987-1991, UPS earned revenues of $61 billion and profits of over $3.5 billion. UPS is currently pushing for revenues up to $40 billion per year by the year 2000.

* Massive profits have allowed UPS to finance a major expansion in Europe and elsewhere around the world.

* UPS revenues are greater than those of its three major competitors -- Federal Express, Roadway Package Service, and Airborne Freight -- combined.

* UPS makes profits at twice the rate of its three major competitors. In 1991, UPS made 4.7 percent profits on revenues, while its three competitors generated profits of only 2 percent of revenues.

* The average annual revenue growth rate between 1987 and 1991 was 11 percent per year.

TEAMSTERS LOCAL 344

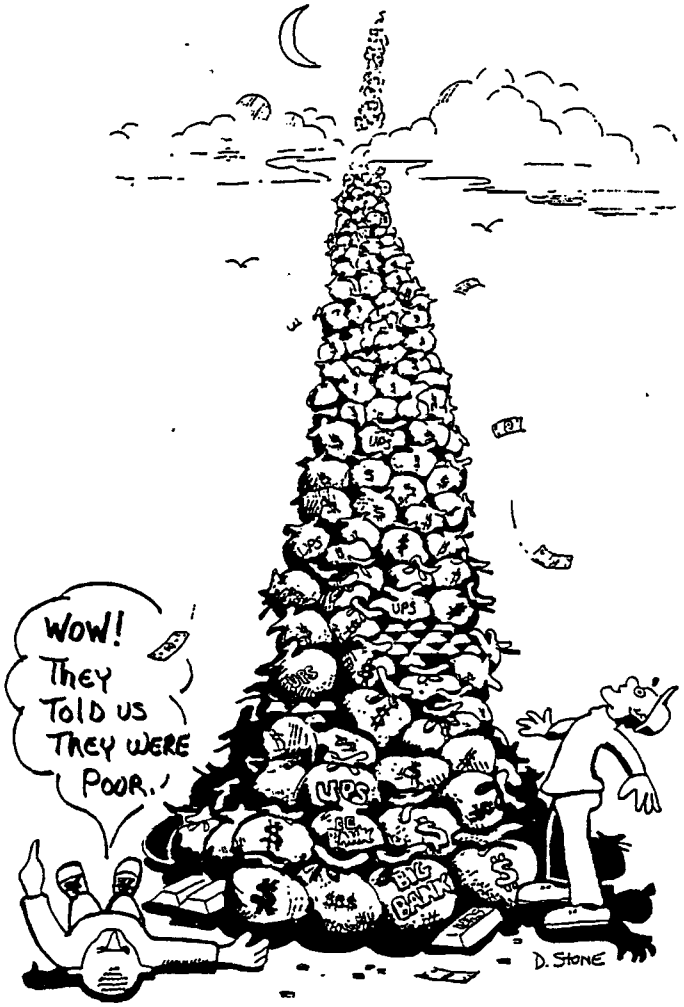
Affiliated with the International Brotherhood of Teamsters

YOUR NEGOTIATION REPRESENTATIVES FOR THE NATIONAL CONTRACT ARE:

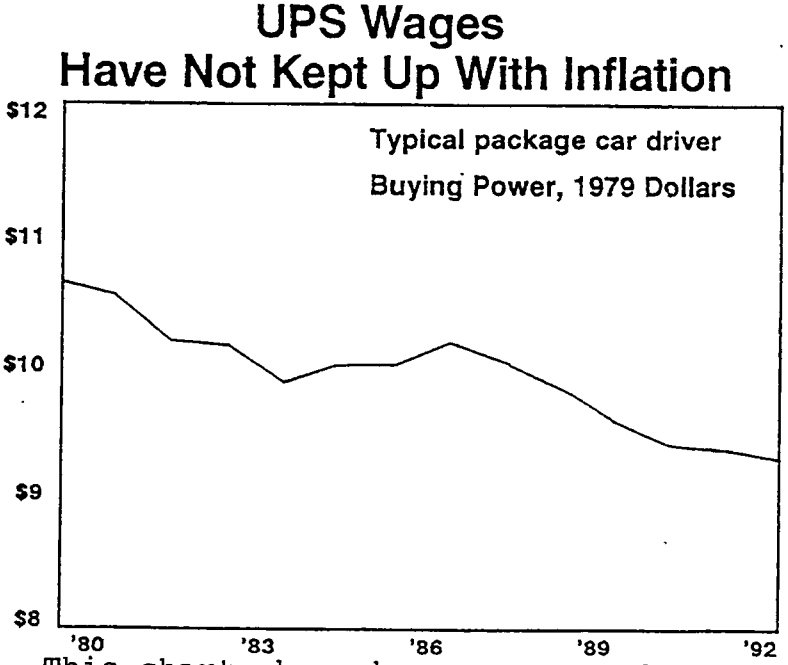
MIKE BRANNAN DAN CAMPBELL

FOR CONFERENCE NEGOTIATIONS:

MARK WEISSBRODT



TOTAL PROFITS, AFTER TAXES, FROM 1982 - 1992: $6.586 BILLION.



This chart shows how our wages have not kept up with inflation. If we had received no wage increases at all since 1979, but had received only a true cost-of-living clause to keep up with inflation, the typical package car driver today would make nearly $20.50/hour!! We have taken around a $2.75 pay cut since 1979. But while we have been falling behind, what about the boss? Think about it.

CONTRACT BULLETIN 5(A)

COMPANY PROPOSALS INSULT MEMBERS

You should have received IBT Contract Bulletin #13 in the mail by now. In that flyer, the IBT revealed that UPS has begun to send pieces of it's economic proposal across the negotiating table. Judging from these initial economic proposals, it looks like UPS is going for a real low ball contract. One that is very unacceptable and sure to get rejected if put to the members for a vote. One can only speculate on why they have chosen this strategy. One possible explanation is that they have read the support and expectations of the members well enough to know that the rank and file are likely to turn down any first offer. So they have come in very low, even asking for take aways. It is possible that UPS may be doing this to let us blow off steam before they try to sell us an improved but inadequate contract. Only time will tell. Our advice is to "keep your eyes on the prize."

COMPANY PCM'S

In recent Company PCM's, UPS is attempting to put the blame for slow progress at the negotiating table on the Union. UPS says in it's PCM's that it "has nothing to gain and a whole lot to lose the longer the talks go on." They also go on to say that, "UPS has made many, many proposals and counter proposals." Both of these statements are basically true. However, the rest of the story is that UPS' proposals and counter proposals have been inadequate or just plain take away demands. (See IBT Bulletin #13 recently mailed to you for details on the Company's take away demands.) No matter how many proposals or counter proposals the Company may offer, your Union negotiators are armed with the knowledge that you are behind them. Therefore, they are holding fast for a decent contract that meets the member's demands. We know the pressure is on UPS to come our way and settle. Every day that goes by is another day toward the peak season.

3 DAY SELECT

This is a subcontracting scheme by UPS. See IBT Bulletin # 13. The Union is all for preserving or creating full-time jobs, UPS wants the right to subcontract our work. The Union says, "No Way! All work must be "brown trucks with brown shirts".

UPS CREATES JOBS

In morning PCM's, UPS claims that, "from 1981 to 1991, UPS was the third largest creator of jobs in the United States. What they don't tell you is that a substantial majority of

While the rest of the country fights to get "innocent until proven guilty" language, Nor-Cal fights to keep it!

As most of you know the rest of the country is trying to attain what we in Northern California have been protected by for years. In almost every area in the country except Northern California and Northern Nevada, a UPS employee can be removed from the job immediately for any discharge or suspension before they are proven guilty by a grievance panel. What happens most often is the Employee misses so many days of work while the issue is being discussed that the Employee is willing to accept any discipline short of discharge to go back to work. Most of the time the Employee must waive all back pay as part of the settlement. In Northern California and Northern Nevada, our contract allows you to remain on the job until the Company can prove at the grievance panel that the discharge or suspension is justified. This type of "innocent until proven guilty" contractual language gives the advantage to the Employees and allows the Union to work on settling your discipline issue without you losing any pay in most cases.

To give you an example of how insensitive the Company has been during these negotiations on this matter, we will quote the Company's proposal to replace our discharge language.

COMPANY COUNTER PROPOSAL TO NOR-CAL ARTICLE 7 SECTION 4

Except in cases involving "cardinal" infractions under the applicable supplemental agreement, an employee to be discharged shall remain on the job with pay unless and until the discharge is sustained under the grievance procedure. Such infractions shall include, but are not limited to; dishonesty or falsification; defacing Company property; drinking alcoholic beverages or being under the influence of alcohol beverages or illegal drugs at or on reporting to work, being under the influence of alcohol or illegal drugs or illegal possession of drugs during the work day (including meal period) or drunkenness; assault or battery; recklessness; no-call, no-show for three (3) days; sleeping on the job; the carrying of unauthorized passengers while on the job; negligence resulting in serious D.O.T. reportable accident while on duty; strike or slowdown; sexual harassment; fighting on the job or on the Company premises; flagrant or gross insubordination; abuse of shippers, consignees or the public; tampering with packages; runaways; or **offenses of equal seriousness.** If the Union unreasonably delays the processing of the case, the Employer shall have the right to remove the employee from the job without pay.

The current language in the Nor-Cal agreement states; In all cases, except theft, intoxication, use, sale or possession of illegal narcotics and gross insubordination, each having occurred on the job, an employee to be discharged shall be allowed to remain on the job without loss of pay, unless and until the discharge is sustained under the grievance procedure.

THE POWER OF THESE NEGOTIATIONS LIES IN YOUR HANDS, PLEASE DO NOT DISCUSS YOUR FEELINGS ABOUT THE CONTRACT OR THE NEGOTIATIONS WITH THE COMPANY! THEY WILL ALTER THEIR PROPOSALS BASED ON YOUR COMMENTS.

TEAMSTERS LOCAL 344

Affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

Sales and Service Industry

10020 West Greenfield Avenue

Milwaukee, Wisconsin 53214

Phone: (414) 258-4545

Toll Free: 1-800-542-2444

Fax: (414) 258-9465

KEEP TRACK OF YOUR HOURS WORKED, SO THAT YOU CAN CHECK THE ACCURACY OF YOUR RETROACTIVE PAY WHEN WE FINALLY GET A GOOD CONTRACT

WEAR YOUR CONTRACT T-SHIRT ON FRIDAYS

IF YOU DON'T HAVE ONE, ORDER YOURS TODAY!
SEE YOUR STEWARD FOR DETAILS.

SEE THE BULLETIN BOARD FOR REGULAR CONTRACT UPDATE POSTINGS

2,643 Yes, I do give authorization to the Teamsters National Negotiating Committee.

163 No, I do not give authorization to the Teamsters National Negotiating Committee.